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MEMORANDUM

To: Julio Frenk
University President

From: Tomás A. Salerno
Chair, Faculty Senate

A handwritten signature in blue ink, appearing to read 'TAS', is written over the 'From' field.

Date: April 21, 2016

Subject: Faculty Senate Legislation #2015-32(D) – Faculty Senate Committee on Women and Minorities Report and Recommendations

The Faculty Senate, at its April 20, 2016 meeting, voted unanimously to accept the Committee on Women and Minorities report and recommendations.

The report and recommendations are enclosed for your information.

TAS/rh

Enclosure

cc: Thomas LeBlanc, Executive Vice President and Provost
Shouraseni Sen Roy, Chair, Committee on Women and Minorities

FACULTY SENATE

April 2016

Prepared by Committee Chair, Shouraseni Sen Roy

Committee Members: Shouraseni Sen Roy(chair), Ellen Barrett, Merike Blofield, Jill Ehrenreich, Cristina Favretto, Carmen Guerrero, Rene Hernandez-Cardenanche, Anito Joseph, Barbara Leibell, JoNel Newman, Lien Tran

Dates of Meetings: 9/9/15, 10/6/15, 11/17/15, 1/22/16, 2/26/16, 3/24/16, 4/TBD/16

Background

The Faculty Senate Committee on Women & Minorities (CWM) is charged with reviewing the conditions of employment and academic opportunities of female and minority faculty members, including recruitment and hiring practices, teaching responsibilities, research opportunities, promotion, tenure and appointment to significant administrative posts and committees. The Committee's concerned with any general problems affecting female or minority faculty.

During the 2015-2016 academic year the Committee mainly focused on the following issues:

- **Committee Website** - Promote awareness of areas of support for women and minorities on campus –create a website through which we can increase awareness about the activities of the committee in the university. We are in conversation with the Faculty Senate to have a website through their webpage.
- **Paid Parental Leave Benefits** – Proposal for more equitable 12 weeks paid parental benefits for staff, research faculty, and lecturers at all campuses. The proposed recommendations listed below were unanimously passed in principal by the Faculty Senate.
 - All UMMG and research faculty on grants should be eligible for 12 weeks of fully paid leave (to run concurrently with the 12-week FMLA leave) for parental workload relief.
 - All lecturers, instructors and non-tenure track teaching faculty are eligible for a semester of workload relief (release from teaching) and expected to work at UM for an additional year after they get back from their workload relief (as is the case with T, TT faculty currently)
 - The two year waiting period for lecturers (or any other faculty) to avail themselves of parental workload relief should be eliminated.
 - The costs for this benefit should be centralized in the University and not be the responsibility of individual PIs or department or academic units.

Some of the members of the committee met with Provost LeBlanc, to discuss the details about the paid parental benefits for all faculty and staff. Dr. Blofield met with Dr. Steve

Ullman, faculty representative on EBAC committee, to discuss about making the 12 weeks paid parental benefits available to all faculty and staff.

- **Ombudsperson for Faculty and Staff at all UM Campuses** – The committee invited Dr. Norm Altman to the February Meeting. He discussed about the benefits of an ombudsperson in the medical campus. The current medical ombudsperson is very effective. However, faculties on the Gables campus and RSMAS currently have no access to an ombudsperson. Therefore, we recommend an ombudsperson dedicated to the Gables and RSMAS campuses. A centralized ombudsperson might work on a centralized campus, but UM has three widely separated campuses, and the medical campus has so many people and such specialized issues (e.g. clinical care) that it needs its own, on-site ombudsperson. The committee submitted a proposal to the Faculty Senate Chair to set up an ad-hoc committee to explore the possibility of ombudspersons for UM campuses. A copy of the proposal is given below:
 - *We suggest establishing an ad hoc committee to explore the role of ombudspersons at UM campuses. The committee would be appointed by the chair of the faculty Senate with broad faculty representation. Currently, we have three ombudspersons serving different constituencies in a decentralized way (one for medical faculty, medical and graduate students, and two for students at UM). A review of peer institutions indicates that this is not the norm; instead a centralized ombudspersons' office is considered most effective. Therefore we would like to make a motion to establish an ad hoc committee to explore the possibility of a centralized ombudsperson's office here at UM.*
- **Salary Analysis** – As we looked into the issue of inequities for women and minority faculty, we realized that we needed information not only about salaries, but also about raises/bonuses and whether or not women and minority faculty were being equitably promoted and retained. Getting this additional information, and then tracking it over time, is key to this committee's mission.

Based on the limited salary data received from Mary Sapp's office, in the current year we made a detailed request for salary data for all ranks, including non-tenure track, based on gender and all race categories defined by the Census. We also requested information about annual salary raises and faculty retention over the last five years. The request for information was submitted to Provost LeBlanc in early April. We will do our analysis once we receive the detailed data.

Recommendation: *We need to work with HR to devise a plan to generate this information, not as a one-time chore, but on a continuing basis, demonstrating the University's commitment to track its progress toward achieving workplace equity.*

- **Presidential Taskforce on Gender Equity** One of President Frenk's priorities is to enhance a culture of institutional belonging. As he has stated, an integral part of this is to promote both diversity and inclusion. He has established a Standing Committee on Institutional Belonging. Under this umbrella the Task Force on LGBTQ Issues, and the Task Force to Address Black Students' Concerns. The Faculty Senate Committee on Women and Minorities recommends the establishment of a Taskforce on Gender Equity as well.

Recommendation: After consulting with faculty organizations both on the Coral Gables and Medical campus, student organizations such as NOW, and extensive conversations with individual faculty and students, we believe that a taskforce is needed to look into concerns regarding gender equity, and help coordinate university efforts in this regard.

The committee would like to address the following issues over the next academic year 2016-2017:

- Addition of a female administrator within the Office of the Vice Provost for Academic Affairs.
- Paid leave and/or work reduction for faculty responsible for the duties of familial elder care
- Conduct an university wide climate survey.